# FPE PENSION PLAN

## General Provisions

These pension plan provisions contain the specific information applicable to the respective pension plan and supplement the Pension Regulations with regard to the particularities of the plan. In addition, the regulatory provisions are reproduced in excerpted form. However, the Pension Regulations are determinative.

### Entry threshold (cf. Regulations Art. 2)

Employees whose qualifying annual salary is higher than the OASI minimum retirement pension under Art. 3 shall be accepted into the Pension Fund.

### Coordination amount and maximum qualifying annual salary (cf. Regulations Art. 3)

The coordination amount is ⅞ of the maximum OASI retirement pension.

The qualifying annual salary shall not exceed five times the maximum coordinated salary pursuant to Article 8 (1) LPP/BVG.

The insured salary corresponds to the employee's qualifying annual salary less the coordination amount.

For part-time employees or partially disabled insured persons the contribution amount and the maximum insured annual salary shall be adjusted in line with the degree of employment or the entitlement to a disability pension.

### Maximum insured salary for CCD-insured persons (see Regulations Art. 3)

For insured persons who are also insured with the "caisse complémentaire pour la direction" (CCD), the insured salary shall, in derogation from Art. 3, correspond to the equivalent of 4.125 times the maximum OASI retirement pension at a level of employment of 100%. For part-time or partially disabled insured persons, the coordination amount, but not the maximum insured annual salary, shall be adjusted in accordance with the level of employment or disability pension entitlement.

| Reference age: the age on the first day of the month after reaching the age of 65 for men and after reaching the age of 65 for women born in 1964 or later | | | for CCD insured persons | |
|---|---|---|---|---|
| Entry threshold | CHF | 15'120 | | |
| Maximum qualifying annual salary | CHF | 321'300 | CHF | 151'200 |
| Coordination amount | CHF | 26'460 | | |
| Minimum insured annual salary | CHF | 3'780 | | |
| Maximum insured annual salary | CHF | 294'840 | CHF | 124'740 |

* at a level of employment of 100%

### Savings credits (cf. Regulations Art. 4)

The savings credits as a percentage of the insured salary are as follows, depending on the contribution scale chosen:

| Age | Savings credit | | |
|---|---|---|---|
| | Contribution scale Basic | Contribution scale Option A | Contribution scale Option B |
| 25 – 34 | 8.0 % | 10.0 % | 14.0 % |
| 35 – 44 | 12.0 % | 15.0 % | 19.0 % |
| 45 – 54 | 16.0 % | 20.0 % | 24.0 % |
| 55 – RA** | 20.0 % | 25.0 % | 29.0 % |
| RA** – 70 | 20.0 % | 25.0 % | 29.0 % |

**RA - reference age

The age of the insured person is the difference between the current calendar year and the year of birth.

## Financing

### Amount of contributions (cf. Regulations Art. 5)

Insured persons may choose amongst the "Basic", "Option A" and "Option B" contribution scales. The contribution scale must be chosen upon admission to the pension fund. Unless specified otherwise in writing, the "Basic" contribution scale will be applied. Transfer to a different contribution scale may occur during any month and the pension fund must be provided with at least two months' advance notice.

The insured person and the Company shall each pay the following annual contributions, which shall be calculated as percentages of the insured salary:

| Age | Savings contributions | | | | Risk contributions | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Insured person | | | Company | Insured person | Company | Insured person | | | Company |
| | Contribution scale | | | All Scales | All Scales | All Scales | Contribution scale | | | All Scales |
| | Basic | Option A | Option B | | | | Basic | Option A | Option B | |
| up to 24 | - | - | - | - | 0.50 % | 0.50 % | 0.50 % | 0.50 % | 0.50 % | 0.50 % |
| 25 – 34 | 5.0 % | 7.0 % | 11.0 % | 3.0 % | 0.75 % | 1.25 % | 5.75 % | 7.75 % | 11.75 % | 4.25 % |
| 35 – 44 | 6.0 % | 9.0 % | 13.0 % | 6.0 % | 0.75 % | 1.25 % | 6.75 % | 9.75 % | 13.75 % | 7.25 % |
| 45 – 54 | 7.0 % | 11.0 % | 15.0 % | 9.0 % | 0.75 % | 1.25 % | 7.75 % | 11.75 % | 15.75 % | 10.25 % |
| 55 –RA* | 7.0 % | 12.0 % | 16.0 % | 13.0 % | 0.75 % | 1.25 % | 7.75 % | 12.75 % | 16.75 % | 14.25 % |
| RA* – 70 | 7.0 % | 12.0 % | 16.0 % | 13.0 % | | | 7.00 % | 12.00 % | 16.00 % | 13.00 % |

*RA - reference age

In the event of continuing insurance of the previous insured salary pursuant to Art. 3 para. 4, the insured person shall also pay the company's contributions in respect of that part of the insured salary for which continuing insurance is required.

The age of the insured person is the difference between the current calendar year and the year of birth. Transition to the next higher contribution level takes place on 1 January.

### Buy-in of additional benefits (cf. Regulations Art. 6 para. 2.)

Additional benefits may be bought in up to the maximum amount specified in the following table, less the existing savings capital at the time of the buy-in. The employee's age must be calculated precisely in years and months. The period between the birthday and the first day of the following month shall not be taken into account. Intermediate values shall be linearly interpolated.

The entry in the table for age 65 shall be used for any buy-ins made after the reference age has been reached.

Maximum possible buy-ins as a percentage of the insured salary for insured persons with “Basic”, “Option A” and “Option B” contribution scales.

| Age | Basic | Option A | Option B |
|---|---|---|---|
| **25** | 8.0 % | 10.0 % | 14.0 % |
| **26** | 16.2 % | 20.2 % | 28.3 % |
| **27** | 24.5 % | 30.6 % | 42.8 % |
| **28** | 33.0 % | 41.2 % | 57.7 % |
| **29** | 41.6 % | 52.0 % | 72.9 % |
| **30** | 50.5 % | 63.1 % | 88.3 % |
| **31** | 59.5 % | 74.3 % | 104.1 % |
| **32** | 68.7 % | 85.8 % | 120.2 % |
| **33** | 78.0 % | 97.5 % | 136.6 % |
| **34** | 87.6 % | 109.5 % | 153.3 % |
| **35** | 101.3 % | 126.7 % | 175.4 % |
| **36** | 115.4 % | 144.2 % | 197.9 % |
| **37** | 129.7 % | 162.1 % | 220.8 % |
| **38** | 144.3 % | 180.3 % | 244.2 % |
| **39** | 159.2 % | 199.0 % | 268.1 % |
| **40** | 174.3 % | 217.9 % | 292.5 % |
| **41** | 189.8 % | 237.3 % | 317.3 % |
| **42** | 205.6 % | 257.0 % | 342.7 % |
| **43** | 221.7 % | 277.2 % | 368.5 % |
| **44** | 238.2 % | 297.7 % | 394.9 % |
| **45** | 258.9 % | 323.7 % | 426.8 % |

| Age | Basic | Option A | Option B |
|---|---|---|---|
| **46** | 280.1 % | 350.2 % | 459.3 % |
| **47** | 301.7 % | 377.2 % | 492.5 % |
| **48** | 323.8 % | 404.7 % | 526.4 % |
| **49** | 346.2 % | 432.8 % | 560.9 % |
| **50** | 369.2 % | 461.4 % | 596.1 % |
| **51** | 392.5 % | 490.7 % | 632.1 % |
| **52** | 416.4 % | 520.5 % | 668.7 % |
| **53** | 440.7 % | 550.9 % | 706.1 % |
| **54** | 465.5 % | 581.9 % | 744.2 % |
| **55** | 494.8 % | 618.6 % | 788.1 % |
| **56** | 524.7 % | 655.9 % | 832.8 % |
| **57** | 555.2 % | 694.0 % | 878.5 % |
| **58** | 586.3 % | 732.9 % | 925.1 % |
| **59** | 618.1 % | 772.6 % | 972.6 % |
| **60** | 650.4 % | 813.0 % | 1021.0 % |
| **61** | 683.4 % | 854.3 % | 1070.4 % |
| **62** | 717.1 % | 896.4 % | 1120.8 % |
| **63** | 751.4 % | 939.3 % | 1172.3 % |
| **64** | 786.5 % | 983.1 % | 1224.7 % |
| **65** | 822.2 % | 1027.8 % | 1278.2 % |

## Benefits

### Retirement pension (cf. Regulations Art. 8)

The retirement pension is calculated on the basis of the existing savings capital at the time of retirement and the conversion rate pursuant to Annex 1.

### Disability pension (cf. Regulations Art. 9)

The full disability pension is 60% of the insured salary at the start of the period of incapacity for work until the reference age is reached. At reference age, the disability pension is recalculated in accordance with Art. 9 para 5.

The exemption from contributions pursuant to Art. 5 para. 5 or the continuation of the savings capital is in line with the “Basic” scale.

### Child’s pension (cf. Regulations Art. 8 and Art. 9)

The child's pension is 20% of the ongoing retirement or disability pension.

### Spouse’s/partner’s pension (cf. Regulations Art. 10)

The amount of the spouse’s/partner’s pension pursuant to Art. 9 is 70% of the disability pension insured at the time of death or 60% or 45% respectively (cf. Art. 8 para. 3) of the current retirement pension.

### Orphan's pension (cf. Regulations Art. 11)

The amount of the orphan's pension is 20% for each maternal/paternal orphan, and 40% for each double orphan, of the invalidity or old-age pension insured or current at the time of death.

### Lump sum payable on death (cf. Regulations Art. 12)

The lump sum payable on death before reaching reference age in the case of insured persons of full working capacity is 100% of the existing savings capital less the cash value of any survivors' benefits, but at least the voluntary buy-ins without interest, less withdrawals for home ownership and/or as a result of divorce, without interest.

In the event of the death of a person receiving a disability pension before reaching reference age, the lump sum payable on death is 50% (instead of 100%) of the existing savings capital, and any benefits already received are deducted.

Zürich, 29 May 2026

The Foundation Board

In the event of any contradiction between the text of the English Pension Plan and the text of the original German Pension Plan, only the text of the original German Pension Plan shall prevail.

# ANNEX 1: CONVERSION RATES

## Ordinary conversion rates for different retirement ages

(cf. Regulation Art. 8 Para. 2)

The conversion rate shall be determined as follow in line with age at the time of retirement:

| Age | 2026 | 2027 | 2028 |
|---|---|---|---|
| 58 | 3.74% | 3.73% | 3.73% |
| 59 | 3.84% | 3.83% | 3.82% |
| 60 | 3.94% | 3.93% | 3.92% |
| 61 | 4.04% | 4.03% | 4.03% |
| 62 | 4.15% | 4.14% | 4.13% |
| 63 | 4.27% | 4.26% | 4.25% |
| 64 | 4.39% | 4.38% | 4.37% |
| 65 | 4.53% | 4.51% | 4.50% |
| 66 | 4.67% | 4.66% | 4.64% |
| 67 | 4.82% | 4.81% | 4.79% |
| 68 | 4.98% | 4.97% | 4.95% |
| 69 | 5.16% | 5.14% | 5.13% |
| 70 | 5.35% | 5.33% | 5.32% |

The age shall be calculated exactly in years and months. The period falling between the insured person's birthday and the start of the following month shall be disregarded. Intermediate values shall be linearly interpolated.

For each further retirement year in the future, the conversion rates are determined depending on new findings on the forecast of life expectancy. Due to the reduction in conversion rates future retirement pensions will be lower than before. All current retirement and survivors' pensions already in payment remain unchanged.

# ANNEX 1: CONVERSION RATES

Extraordinary conversion rates for different retirement ages in the event of a reduction in the insured survivors' benefits
(cf. Regulation Art. 8 Para. 3)

The conversion rate shall be determined as follow in line with age at the time of retirement:

| Age | 2026 | 2027 | 2028 |
|---|---|---|---|
| 58 | 3.89% | 3.88% | 3.88% |
| 59 | 3.99% | 3.98% | 3.97% |
| 60 | 4.09% | 4.08% | 4.07% |
| 61 | 4.19% | 4.18% | 4.18% |
| 62 | 4.30% | 4.29% | 4.28% |
| 63 | 4.42% | 4.41% | 4.40% |
| 64 | 4.54% | 4.53% | 4.52% |
| 65 | 4.68% | 4.66% | 4.65% |
| 66 | 4.82% | 4.81% | 4.79% |
| 67 | 4.97% | 4.96% | 4.94% |
| 68 | 5.13% | 5.12% | 5.10% |
| 69 | 5.31% | 5.29% | 5.28% |
| 70 | 5.50% | 5.48% | 5.47% |

The age shall be calculated exactly in years and months. The period falling between the insured person's birthday and the start of the following month shall be disregarded. Intermediate values shall be linearly interpolated.

For each further retirement year in the future, the conversion rates are determined depending on new findings on the forecast of life expectancy. Due to the reduction in conversion rates future retirement pensions will be lower than before. All current retirement and survivors' pensions already in payment remain unchanged.